

AN ORDINANCE of the Common Council fixing, establishing and ratifying compensation for police officers of The City of Fort Wayne, Indiana, represented by The Fort Wayne Patrolmen's Benevolent Association.

WHEREAS, this Council is required to approve all collective bargaining decisions with regard to annual pay and monetary fringe benefits; and

WHEREAS, such compensation for certain members of the Police Department has been agreed to in an agreement reached by and between the City and the Fort Wayne Patrolmen's Benevolent Association, Local 15 in accordance with collective bargaining as authorized and envisioned by the City's salary ordinances, a copy of which is attached hereto and marked Exhibit "A;" and

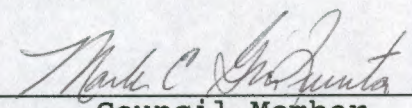
WHEREAS, said agreement is for three (3) years, but pursuant to Indiana law, the compensation provided for therein must be annually ratified; and

WHEREAS, this ordinance is necessary to ratify, fix and establish such compensation for said police officers for the year 1993.

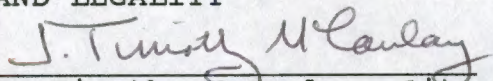
NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:

SECTION 1. Addendum "B" to Agreement Between The City of Fort Wayne and Patrolmen's Benevolent Association, Inc. approved by Common Council Special Ordinance No. S-97-92 is hereby approved and ratified in all respects, including the compensation package for 1993.

SECTION 2. This Ordinance shall be in full force and effect from and after its passage and any and all necessary approvals by the Mayor.

  
Council Member

APPROVED AS TO FORM  
AND LEGALITY

  
J. Timothy McCaulay, City Attorney



Read the first time in full and on motion by Mr. Jank, seconded by                     , and duly adopted, read the second time by title and referred to the Committee on Finance (and the City Plan Commission for recommendation) and Public Hearing to be held after due legal notice, at the Common Council Conference Room 128, City-County Building, Fort Wayne, Indiana, on                     , the                      day of                     , 19                     , at                      o'clock                      M., E.S.T.

DATED: 12-22-92

Sandra E. Kennedy  
SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by Edmonds, seconded by                     , and duly adopted, placed on its passage. PASSED ~~last~~ by the following vote:

	AYES	NAYS	ABSTAINED	ABSENT
TOTAL VOTES	<u>6</u>	<u>2</u>	<u>                    </u>	<u>1</u>
BRADBURY	<u>✓</u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
EDMONDS	<u>✓</u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
GiaQUINTA	<u>✓</u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
HENRY	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>✓</u>
LONG	<u>                    </u>	<u>✓</u>	<u>                    </u>	<u>                    </u>
LUNSEY	<u>✓</u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
RAVINE	<u>✓</u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
SCHMIDT	<u>                    </u>	<u>✓</u>	<u>                    </u>	<u>                    </u>
TALARICO	<u>✓</u>	<u>                    </u>	<u>                    </u>	<u>                    </u>

DATED: 1-26-93

Sandra E. Kennedy  
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as (ANNEXATION) (APPROPRIATION) (GENERAL) (SPECIAL) (ZONING) ORDINANCE RESOLUTION NO. S-11-93 on the 26th day of January, 19 93

ATTEST:  
Sandra E. Kennedy  
SANDRA E. KENNEDY, CITY CLERK

(SEAL)  
Mark P. GiaQuinta  
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 27th day of January, 19 93, at the hour of 11:30 o'clock A. M., E.S.T.

Sandra E. Kennedy  
SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 27th day of January, 19 93, at the hour of 3:15 o'clock P. M., E.S.T.

PAUL HELMKE  
PAUL HELMKE, MAYOR

ADDENDUM B TO AGREEMENT  
BETWEEN THE CITY OF FORT WAYNE  
AND  
PATROLMEN'S BENEVOLENT ASSOCIATION, INC.  
APPROVED BY COMMON COUNCIL  
SPECIAL ORDINANCE NO. S-97-92

SECTION 1. Salary of a "First-Class Patrolman."

A member of the Fort Wayne Police Department shall become a "First-Class Patrolman" after completing three (3) years of service with the Department. Notwithstanding any other provision herein, a lateral transfer, upon recommendation of the Chief and with the consent of the Union, may become a First-Class Patrolman prior to completing three (3) years of service with the Department.

Beginning January 1, 1993, the salary of a "First-Class Patrolman" shall be \$27,231.36, which represents an increase of three percent (3%) over the 1992 base pay.

Beginning January 1, 1994, the salary of a "First-Class Patrolman" shall be increased by an amount equal to 4.5% + 60% of any increase of the Consumer Price Index for the North Central Region (up to a maximum Consumer Price Index increase of 5%) for the period beginning July 1, 1992, and ending June 30, 1993, of the 1993 salary of a "First-Class Patrolman." (Thus, for 1994, the maximum increase would be 7.5% over the 1993 base pay and the minimum increase would be 4.5% over the 1993 base pay.)

Beginning January 1, 1995, the salary of a "First-Class Patrolman" shall be increased by an amount equal to 4% + 60% of any increase of the Consumer Price Index for the North Central Region (up to a maximum Consumer Price Index increase of 5%) for the period beginning July 1, 1993, and ending June 30, 1994, of the

1994 salary of a "First-Class Patrolman." (Thus, for 1995, the maximum increase would be 7% over the 1994 base pay and the minimum increase would be 4% over the 1994 base pay.)

**SECTION 2. Salaries of Ranks Below "First-Class Patrolman."**

- A. A member of the Fort Wayne Police Department shall hold the rank of "Probationary Officer" for his or her first year of service with the Department. The salary of a "Probationary Officer" shall be eighty percent (80%) of the base pay of a "First-Class Patrolman" as established in Section 1.
- B. A member of the Fort Wayne Police Department shall hold the rank of "Officer - Step 1" during his or her second year of service with the Department. The salary of an "Officer - Step 1" shall be ninety percent (90%) of the base pay of a "First-Class Patrolman" as established in Section 1.
- C. A member of the Fort Wayne Police Department shall hold the rank of "Officer - Step 2" during his third year of service with the Department. The salary of an "Officer - Step 2" shall be ninety-five percent (95%) of the base pay of a First Class Patrolman" as established in Section 1.

**SECTION 3. Longevity Pay.**

First-Class Patrolmen who have completed four or more years of service as of January 1 of any year covered by this

Agreement shall receive a longevity bonus of \$500 each year payable in a lump sum on or before January 31st of the applicable year. (This payment replaces the \$500 payment referred to in prior contracts as an educational bonus.)

**SECTION 4. Retirement Fund Contributions.**

In addition to any payments required under Section 1, Section 2 or Section 3 of this Agreement, the City shall make, on behalf of each member of the bargaining unit, the employee's "1925 Fund" or "1977 Fund" statutory assessment.

**SECTION 5. Clothing Allowance.**

Clothing allowance for bargaining unit employees shall be:

1993	-	\$1,250
1994	-	\$1,500
1995	-	\$1,500

Clothing allowances shall be paid in two (2) equal installments each year, with the first installment paid on or before May 31st of each year and the second installment paid on or before November 30th of each year.

**SECTION 6. Shift Premium.**

All officers assigned to B Shift shall receive a shift premium of \$700.00 per year. All officers assigned to C Shift shall receive a shift premium of \$1,400.00 per year. All shift premium shall be added to the officer's regular earnings for each pay period. Only those officers assigned to those shifts shall be paid shift premium.

### SECTION 7. Detective Pay.

Detective II rating and bonus shall be given to all members of the bargaining unit who are classified as Detectives and who have completed two (2) years of service in the Investigative or Narcotics Division. Detective II bonus shall be \$300.00 per year, added to the officer's regular earnings for each pay period. Only those members assigned as Detectives and who qualify for the Detective II rating shall be paid Detective Pay and only for such period as they continue to be so assigned.

### SECTION 8. Health Insurance.

The City agrees that the group insurance benefits enumerated under the City's current self-insured basic \$250 deductible plan currently administered by Aetna shall be extended to all bargaining unit employees. The benefits shall remain in full force and effect during the term of this Agreement, subject to the following co-payments:

<u>CATEGORY OF COVERAGE</u>	<u>AMOUNT</u> (1993 & 1994)
Individual	\$25/month
Individual plus one dependent	\$40/month
Family	\$62/month

In 1995, the co-payments shall be the amount charged to non-union City employees subject to the following maximums:

<u>CATEGORY OF COVERAGE</u>	<u>CAP</u>
Individual	\$37.50/month
Individual plus one dependent	\$60.00/month
Family	\$93.00/month

Members of the bargaining unit may participate in any other group health plan available to non-union City employees at

the co-payment rates charged to such employees. The City further agrees that the dental plan deductible pertaining to teeth cleaning shall continue to be reimbursed as it was in 1988.

Members of the bargaining unit who retire after January 1, 1994, shall have twenty percent (20%) of their group health insurance premiums paid by the City if the member elects to continue health insurance coverage as provided by I.C. 5-10-8-2.2. However, retirees are not eligible for the teeth cleaning program available to members unless the retiree pays the full cost of such cleanings.

#### SECTION 9. Tuition Reimbursement.

In the event the City reinstates a tuition reimbursement program during the term of this Agreement, members of the bargaining unit shall be permitted to participate in any such plan subject to the terms and conditions of any such plan.

**NOTE:** The provisions of this Agreement that have a fiscal impact for the years 1994 and 1995 are subject to reapproval by the Common Council. The City Administration agrees to propose budgets for the years 1994 and 1995 sufficient to cover the fiscal impact of this Agreement.

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 199\_\_.

FOR THE CITY:

\_\_\_\_\_  
Payne Brown,  
Director of Public Safety

\_\_\_\_\_  
T. Neil Moore,  
Chief of Police

FOR THE UNION:

\_\_\_\_\_  
Michael Jacoby,  
President

\_\_\_\_\_  
Jeffrey Burkholder,  
Vice President

Approved by the Board of Safety this \_\_\_\_\_ day of \_\_\_\_\_, 199\_\_.

\_\_\_\_\_  
Charles Weinraub, Chairman

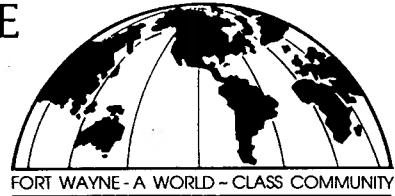
\_\_\_\_\_  
Hana Stith, Member

\_\_\_\_\_  
Donald Stedge, Member





# THE CITY OF FORT WAYNE



Paul Helmke  
Mayor

## MEMORANDUM

### LAW DEPARTMENT

TO: COMMON COUNCIL MEMBERS  
FROM: J. TIMOTHY MCCAULAY, CORPORATION COUNSEL *JTM*  
DATE: January 19, 1993  
SUBJECT: PBA CONTRACT

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As requested, please find a comparison of compensation for police officers in selected second class cities.

JTM:DCB

CC: Greg Purcell  
Payne Brown

# COMPARISON "A" SHIFT PATROLMAN, NO DEGREE

<u>CITY POPULATION</u>	<u>WAGE PACKAGE<sup>X</sup></u>	<u>ANNUAL HOURS</u>	<u>ANNUAL HOURS OFF</u>	<u>COMPEN. PER HR WORKED</u>
(5 YEARS SERVICE)				
FORT WAYNE-(173,072)	\$30,615.36	2053	263.5	\$17.10
BLOOMINGTON-(60,633)	29,665.00	2068	246.5	16.28
EVANSVILLE-(126,272)	29,029.75	1953	280 <sup>XX</sup>	17.35
KOKOMO-(44,962)	28,940.49	1953	240	16.89
NEW ALBANY-(36,332)	25,161.05	1976	311.6	15.12
(10 YEARS SERVICE)				
FORT WAYNE-(173,072)	\$30,615.36	2053	306	\$17.52
BLOOMINGTON-(60,633)	30,445.00	2068	289	17.11
EVANSVILLE-(126,272)	30,174.50	1953	320 <sup>XX</sup>	18.48
KOKOMO-(44,962)	29,440.49	1953	296	17.76
NEW ALBANY-(36,332)	25,262.17	1976	311.6	15.18
(15 YEARS SERVICE)				
FORT WAYNE-(173,072)	\$30,615.36	2053	348.5	17.96
BLOOMINGTON-(60,633)	32,615.00	2068	289	18.37
EVANSVILLE-(126,272)	31,319.25	1953	360 <sup>XX</sup>	19.66
KOKOMO-(44,962)	29,940.49	1953	352	18.70
NEW ALBANY-(36,332)	25,365.17	1976	350	15.60
(20 YEARS SERVICE)				
FORT WAYNE-(173,072)	\$30,615.36	2053	391	18.42
BLOOMINGTON-(60,633)	33,135.00	2068	323	18.98
EVANSVILLE-(126,272)	32,464.00	1953	400 <sup>XX</sup>	20.90
KOKOMO-(44,962)	30,440.49	1953	408	19.70
NEW ALBANY-(36,332)	25,464.20	1976	388	16.04

X - INCLUDES BASIC WAGES, LONGEVITY, CLOTHING ALLOWANCE AND PERF PICK-UP.

XX - ASSUMES 4 PERSONAL DAYS.

POLICE DEPARTMENT'S

1992 - 1993 % INCREASES

BLOOMINGTON	-	4.3%
EVANSVILLE	-	6.9% - 7.3%
KOKOMO	-	5.6%
NEW ALBANY	-	4.0%
SOUTH BEND	-	5.7%
FORT WAYNE	-	3%*

1991 - 1992 % INCREASES

BLOOMINGTON	-	\$1000/RANK
EVANSVILLE	-	10.9% - 12%
KOKOMO	-	5.6%
NEW ALBANY	-	5%
SOUTH BEND	-	4.7%
FORT WAYNE	-	6.4%

\*ALSO \$250 CLOTHING ALLOWANCE INCREASE;  
HOWEVER, NO OTHER CITY HAD AN INSURANCE CO-  
PAYMENT INCREASE.

BLOOMINGTON POLICE DEPARTMENT

WAGES:	<u>1992</u>	<u>1993</u>
PATROLMAN:	\$26,300 - 29,160	\$27,500 - 30,360
SGT:	31,189	32,386
LT:	32,331	32,531
RECENT INCREASES:	1992 - \$1,000/RANK 1993 - \$1,200 (4.3%)	
PERF:	CITY PAYS 6% FOR MEMBERS OF 1977 FUND, I.E., OFFICERS WITH 15 OR MORE YEARS OF SERVICE (\$1650)	
SPECIALTY PAY:	\$500	
DETECTIVE PAY:	\$700/YR	
OVERTIME PAY:	\$17.00/HR	
CLOTHING ALLOW:	\$1125.00	
SHIFT DIFFERENTIAL:	\$572 ("B" SHIFT); \$676 ("C" SHIFT)	
EDUCATIONAL INCENTIVE:	2 YEAR DEGREE - \$ 400 4 YEAR DEGREE - 800 MASTERS DEGREE - 1200	
SICK LEAVE:	UNLIMITED	
VACATION:	5 YEARS - 13 DAYS 10 YEARS - 18 DAYS 15 YEARS - 18 DAYS 20 YEARS - 22 DAYS	
HOLIDAYS:	16	
WORK SCHEDULE:	6/3 (8.5 HOUR SHIFTS) - 2068 HR/YR	
INSURANCE:	CITY PAYS \$55/MONTH	
NO. OF OFFICERS:	62	
POPULATION:	60,633	
POPULATION/OFFICER:	977.95	

# EVANSVILLE POLICE DEPARTMENT

WAGES:	<u>1991</u>	<u>1992</u>	<u>1993</u>
PATROLMAN:	\$22,453-26,607*	25,151-29,512	26,985-31,564
SGT:	26,189-31,035	29,336-34,423	31,476-36,816
LT:	28,284-33,518	31,683-37,177	33,994-39,761

\*RANGE INCLUDES LONGEVITY

## RECENT INCREASES:

	<u>91/92</u>	<u>92/93</u>
PATROLMAN:	% INCREASE (12%-10.9%)	% INCREASE (7.3%-6.9%)
SGT:	% INCREASE (12%-10.9%)	% INCREASE (7.3%-6.9%)
LT:	% INCREASE (12%-10.9%)	% INCREASE (7.3%-6.9%)

CLOTHING ALLOWANCE: \$900/YR.

SHIFT DIFF: 3.5% OF BASE OF A 1ST CLASS PATROLMAN  
(1993 - \$944.47)

EDUCATIONAL DEGREE: ASSOCIATES - \$ 500  
BACHELOR'S - 1000  
MASTER'S - 1200

VACATION: 5 YEARS - 15 DAYS  
10 YEARS - 20 DAYS  
15 YEARS - 25 DAYS  
20 YEARS - 30 DAYS

HOLIDAYS: 16

PERSONAL DAYS: DISCRETION OF CHIEF OR UNIT SUPERVISOR

SICK LEAVE: AS NEEDED

WORK SCHEDULE: 4/2 - 1953 HOURS/YR.

INSURANCE: EMPLOYEE PAYS \$12/YR

NO. OF OFFICERS: 243

POPULATION: 126,272

POPULATION/OFFICER: 519.64



# KOKOMO POLICE DEPARTMENT

WAGES:	<u>1992</u>	<u>1993</u>
PATROLMAN:	\$25,843.25	\$27,290.49
SGT:	28,169.16	29,746.63
LT:	29,202.89	30,839.25

<u>RECENT INCREASES:</u>	<u>5.6%</u>	<u>5.6%</u>
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(RANK DIFF - 9% FOR SGT; 13% FOR LT.)

LONGEVITY: \$100 X # OF YEARS + \$100

5 YEARS	- \$ 600
10 YEARS	- 1100
15 YEARS	- 1600
20 YEARS	- 2100

SPECIALTY PAY:	SWAT	- \$400	*CAN EARN NO MORE THAN THREE*
	HAZARDOUS DEVICE	- 400	
	FIELD TRACING OFFICER	- 927	
	RANGE OFFICER	- 250	
	RADAR INSTRUCTOR	- 200	
	WEAPONS INSTRUCTOR	- 300	

CLOTHING ALLOWANCE: \$1050

SHIFT DIFF: 3% (818.71) - PATROLMAN

VACATION:	5 YEARS - 14 DAYS
	10 YEARS - 21 DAYS
	15 YEARS - 28 DAYS
	30 YEARS - 35 DAYS

PERSONAL DAYS: 4 + 1 (IF PERFECT ATTENDANCE FOR YEAR)

HOLIDAYS: 12

SICK LEAVE: 180 DAYS PER ILLNESS, ACCIDENT OR INJURY

WORK SCHEDULE: 4/2 (8 HR) OR 5/2 (8 HR)

INSURANCE: CITY PAYS 99% OF COST OF \$100 DEDUCTIBLE PLAN

NO. OF OFFICERS: 102

POPULATION: 44,962

POPULATION/OFFICER: 440.80

**NEW ALBANY POLICE DEPARTMENT**

**WAGES:**

	<u>1992</u>	<u>1993</u>
PATROLMAN:	\$23,327	\$24,260
SGT:	-0-	\$26,747
LT:	- NONE -	

**% INCREASE**

RECENT % INCREASES:	90/91 - 5%	91/92 - 5%	92/93 - 4%
LONGEVITY:	1% OF MONTHLY SALARY X YRS OF SERVICE		
CLOTHING ALLOWANCE:	\$800.00		
INSURANCE:	CITY PAYS 90% OF COST		
HOLIDAYS:	14		
PERSONAL DAYS:	12		
SICK LEAVE:	AS NEEDED		
EDUCATIONAL INCENTIVE:	ASSOCIATE'S DEGREE - \$750 OR 240 APPROVED HOURS OF IN-SERVICE TRAINING. BACHELOR'S DEGREE - \$1000 OR 480 APPROVED HOURS OF IN-SERVICE TRAINING.		
WORK SCHEDULE:	38 HR/WK - 1976 HRS/YR		
VACATION:	5 YEARS - 15 DAYS 10 YEARS - 15 DAYS 15 YEARS - 20 DAYS 20 YEARS - 25 DAYS		
NO. OF OFFICERS:	58		
POPULATION:	36,322		
POPULATION/OFFICER:	626.24		

DIGEST SHEET

TITLE OF ORDINANCE SPECIAL ORDINANCE

DEPARTMENT REQUESTING ORDINANCE PUBLIC SAFETY

SYNOPSIS OF ORDINANCE RATIFIES PBA COMPENSATION PACKAGE FOR 1993.

S-92-12-14

EFFECT OF PASSAGE 1993 COMPENSATION PACKAGE WOULD BE APPROVED.

EFFECT OF NON-PASSAGE 1993 COMPENSATION PACKAGE WOULD NOT BE APPROVED.

MONEY INVOLVED (DIRECT COSTS, EXPENDITURES, SAVINGS) COSTS: 3%

SALARY INCREASE; \$250/YEAR CLOTHING ALLOWANCE INCREASE. SAVINGS:

INSURANCE CO-PAY INCREASED.

ASSIGNED TO COMMITTEE (PRESIDENT) \_\_\_\_\_

BILL NO. S-92-12-14

*Hold for  
2 wk*

REPORT OF THE COMMITTEE ON  
THE COMMITTEE OF THE WHOLE  
THOMAS C. HENRY - CHAIRPERSON  
MARK E. GIAQUINTA - VICE CHAIRPERSON  
ALL COUNCIL MEMBERS

WE, YOUR COMMITTEE ON THE COMMITTEE OF THE WHOLE TO WHOM WAS  
REFERRED AN (ORDINANCE) (~~RESOLUTION~~) of the Common Council  
fixing, establishing and ratifying compensation for police  
officers of The City of Fort Wayne, Indiana, represented by  
The Fort Wayne Patrolmen's Benevolent Association

HAVE HAD SAID (ORDINANCE) (~~RESOLUTION~~) UNDER CONSIDERATION  
AND BEG LEAVE TO REPORT BACK TO THE COMMON COUNCIL THAT SAID  
(ORDINANCE) (~~RESOLUTION~~)

DO PASS

DO NOT PASS

ABSTAIN

NO REC

<i>R. Edmund</i>	<i>David C. Long</i>		<i>[Signature]</i>
<i>Mark E. Giaquinta</i>	<i>Sam Miller</i>		
<i>James H. Brinkman</i>			
<i>Archie L. Jones</i>			
<i>Samuel J. Tatarico</i>			

DATED: *1-26-92*

Sandra E. Kennedy  
City Clerk